



EMPLOYMENT OPPORTUNITY
Fish and Wildlife Biologist 3
\$3522.00 – \$4627.00 Range: 53

Recruitment 1540-11 Opens: September 23, 2011 Closes: October 14, 2011

This is a permanent Fisheries Biologist 3 in the Fish Program, Science Division, Hatchery/Wild Interactions Unit working in Wenatchee Research Office located at 3515 Chelan Hwy, Wenatchee, WA.

Job Summary

Leads the hatchery evaluation program for the Upper Columbia Field Station (Supplementation Research Team) located in Wenatchee; supervises permanent and temporary biologist and scientific technicians, including mentoring, providing goals and direction; develops and implements experimental designs, study protocols, data acquisition, analysis, evaluation, and degree of precision required to achieve research objectives.

Plans, directs, and conducts research consistent with monitoring and evaluation plans associated with hatchery mitigation facilities in the upper Columbia River Basin. Conducts research to determine the efficacy of hatchery programs and their impacts on naturally reproducing anadromous salmon populations and other species.

Develop and implement research activities focused on answering critical uncertainties associated with hatchery programs under the Chelan PUD HCP Monitoring and Evaluation Plan (e.g. disease monitoring, smolt-to-adult survival of mitigation programs, broodstock development, etc.). Identify, plan, and conduct experiments focused in key research areas required to maximize hatchery survival and evaluate the efficacy of supplementation hatcheries.

Plans, develops and directs hatchery evaluations of the White River springs Chinook captive broodstock program. Monitors survival of individual families, develops mating and tagging protocols. Analyzes and summarizes results in monthly and annual reports.

Plans, develops, and directs steelhead spawning ground surveys in the Wenatchee River Basin. Maintains database, analyzes data, and reports temporal and spatial spawner distribution of wild and hatchery steelhead.

Prepares written monthly, annual, and final reports summarizing activities and the significant results. Effectively communicates result, both written and orally. Analyzes results of research report projects and studies, including statistical analysis, development of graphs, tables, and written with fish management biologist, PUD biologist, USFWS, NOAA Fisheries, and Tribal biologist. Publish significant research results in peer reviewed publications.

Responsible for monitoring expenditures and budgets of all applicable of all applicable contracts.

Leads, supervises, and mentors other biologists and technicians.

Working Conditions

Duties are performed largely within a 40 hour week, M-F, 8 am to 5 pm with 20% of time being field work. Incumbent will be required to navigate rafts in swift cold rivers; must be able to work under inclement weather conditions. Must be able to lift or carry 50 lbs and walk in stream up to 4 miles per day.

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

Qualifications

This position requires a Bachelor's degree in Fisheries or closely related field and three years of professional experience in fish management or fish research.

Preferred Experience:

A Master's degree in Fisheries and formal course work in quantitative statistics, multiple regression analysis, and non-parametric test.

Competencies

1. Ability to conducting hatchery evaluations on anadromous salmonid populations
2. Extensive knowledge of anadromous salmonid life histories and related sampling methodologies/techniques.
3. Knowledge of hatchery operations and fish culture techniques.
4. Ability to analyze scientific data and publish results in scientific journals
5. Ability to lead, supervise, and mentor 5-10 employees

How to Apply

Fill out the state application thoroughly, listing all relevant employment and explaining the duties performed. The information you provide on this application will be used to determine whether you meet the qualifications for the position.

In addition to the state application, also submit on a separate document a description of how you meet each one of the key competencies (1-5) above. Provide a response for each competency separately. Describe your work experience, completed training, and other accomplishments that demonstrate that you have the competency. Indicate with whom you worked, issues involved, and your role in the process. Specify job titles, employers, and schools attended. If you have no training or experience relative to a particular competency, just write "NA" for that competency.

Send these materials to wdfwjobs@dfw.wa.gov. If you have questions about this recruitment, you may contact Margaret Gordon, HRC3 at 360 902-2209.

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (800) 833-6388.